

IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF CALIFORNIA

DELPHINE ALLEN, et al.,  
Plaintiffs,  
v.  
CITY OF OAKLAND, et al.,  
Defendants.

MASTER CASE FILE  
NO. C00-4599 TEH

ORDER RE: DEADLINES  
FOLLOWING DECEMBER 8, 2005  
CASE MANAGEMENT  
CONFERENCE

AND RELATED CASES

This matter came before the Court on Thursday, December 8, 2005, for a case management conference. During that conference, the Court directed the parties to meet and confer with the Independent Monitoring Team ("IMT") regarding a number of deadlines. The IMT has now reported the results of the parties' meeting and conferring to the Court, and the deadlines and other actions agreed upon by the parties shall become orders of this Court. Accordingly, with good cause appearing, IT IS HEREBY ORDERED that:

1. Defendants shall publish the use of force policies (General Orders K-3, K-4, and K-4.1) on or before **February 17, 2006**. Defendants shall complete training of 95% or more of relevant personnel on or before **May 18, 2006**. Captain Eric Breshears shall be the responsible commander for completing these tasks and, as a result, may be held in contempt of court if Defendants fail to publish the specified policies or complete the requisite training by the deadlines set forth in this paragraph.

2. Defendants shall provide the IMT with a complete draft of the Personnel Information Management System ("PIMS") policy on or before **December 22, 2005**. After the IMT has reviewed the draft policy, the IMT and Defendants shall meet and confer regarding deadlines for publication of the final policy and completion of training, and the

1 Court will issue a subsequent order setting such deadlines. Deputy Chief Jeffrey Israel shall  
2 be the responsible commander for completing this task and, as a result, may be held in  
3 contempt of court if Defendants fail to provide the IMT with a draft PIMS policy by  
4 December 22, 2005.


5 3. Defendants shall complete training of 95% or more of all Oakland Police  
6 Department personnel on the policies regarding investigating misconduct and administering  
7 discipline (the M-3 series) on or before **February 8, 2006**. Deputy Chief Jeffrey Israel shall  
8 be the responsible commander for completing this task and, as a result, may be held in  
9 contempt of court if Defendants fail to complete the required training by February 8, 2006.

10 4. The Oakland Police Department shall notify the Office of the City Attorney  
11 ("OCA") within 24 hours whenever it receives an allegation of retaliation and shall confer  
12 with the OCA regarding the investigation of all such claims. Defendants shall file quarterly  
13 reports regarding the status of any such investigations on **March 31, June 30,**  
14 **September 30, and December 31** of each year until the termination of the monitoring under  
15 the settlement agreement or unless otherwise ordered by the Court. Confidential information  
16 shall be redacted from the publicly filed versions of the reports, and unredacted versions of  
17 the reports shall be filed under seal and submitted to the IMT.

18 5. The OCA shall review and assess the retaliation claims reviewed by the IMT  
19 during its November 2005 audit of Task 37 of the settlement agreement and shall file a report  
20 on its findings and any proposed remedial actions on or before **March 1, 2006**. As above,  
21 confidential information shall be redacted from the publicly filed version of the report, and  
22 an unredacted version of the report shall be filed under seal and submitted to the IMT.

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24 **IT IS SO ORDERED.**

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26 Dated: 12/22/05

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THELTON E. HENDERSON, JUDGE  
UNITED STATES DISTRICT COURT